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Highlights of the Grand Rapids-Muskegon-Holland, MI National Compensation Survey March 2000

Workers in the Grand Rapids-Muskegon-Holland, Michigan, metropolitan area averaged \$15.37 per hour during March 2000, according to a new wage study released by the U. S. Department of Labor's Bureau of Labor Statistics (BLS). Regional Commissioner Peter J. Hebein reported that white-collar workers in the Grand Rapids-Muskegon-Holland area averaged \$19.05 per hour and accounted for 42 percent of the workers in the area. Blue-collar employees, representing 43 percent of the workforce, averaged \$13.85 per hour, while the remaining 15 percent worked in service occupations and earned \$9.31 per hour. (See table 1.)

The National Compensation Survey (NCS) presents straight-time earnings for all occupations in establishments with 50 or more workers in private industry and State and local government. The survey excludes those in agricultural establishments, private households, the self-employed, and the Federal Government. This NCS studied 134 firms representing 314,100 workers within the Grand Rapids-Muskegon-Holland metropolitan area, which includes Allegan, Kent, Muskegon, and Ottawa Counties in Michigan. Eighty-seven percent of the employees represented worked in private industry.

In the Grand Rapids-Muskegon-Holland metropolitan area, average hourly wages were published for over 60 detailed occupations. Among white-collar workers, registered nurses earned \$22.33 per hour, secretaries averaged \$12.64, and cashiers received \$9.69. Within the blue-collar occupational group, tool and die makers earned \$21.50 per hour, truck drivers averaged \$12.96, and stock handlers and baggers were paid \$10.16. Service occupations included janitors and cleaners at \$11.91 per hour and cooks at \$8.53.

The NCS also provides broad coverage of selected occupational characteristics. For example, full-time employees in the Grand Rapids-Muskegon-Holland area averaged \$16.09 per hour and part timers earned \$9.83. Union workers in blue-collar jobs averaged \$15.25 per hour, while their non-union counterparts made \$13.10. Private industry workers in establishments employing 50-99 workers averaged \$12.70 per hour and those in establishments with 500 or more employees earned \$15.33. (See tables 2 and 3.)

The NCS is part of a statistical program that will eventually integrate three separate surveys of wages and benefits into one comprehensive compensation program increasing the amount of data available. Data provided by the NCS may be used by businesses for establishing pay plans, making decisions concerning plant relocation, and in collective bargaining negotiations. Individuals may use such data to help choose potential careers. Average rates of pay are also available for levels of work within an occupation based on knowledge, skill, independent judgment, supervision received and other factors required on the job.

Survey Availability

Complete survey results are contained in the Grand Rapids-Muskegon-Holland, MI National Compensation Survey March 2000 (Bulletin 3105-18). While supplies last, single copies of the bulletin are available from the Chicago Information Office by calling 312-353-1880. In addition, data contained in the bulletin are available on the Internet in both text and PDF formats at <http://stats.bls.gov/comhome.htm>. Survey tables are also available from the Bureau's automated fax-on-demand service in Chicago at 312-353-1880, menu option 1. Using the document numbers in the table below, up to four documents at a time may be ordered and faxed to you within minutes, 24 hours a day.

BLS Fax-on-Demand - Chicago (312) 353-1880, option 1		
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For personal assistance or further information on the National Compensation Survey, as well as other Bureau programs, contact the Chicago Regional Office at 312-353-1880 from 8:00 a.m. and 3:00 p.m. CT.

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Table 1. Mean hourly earnings¹, all workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Grand Rapids-Muskegon-Holland, MI, March 2000

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
All	\$15.37	2.9	\$14.60	3.4	\$21.74	3.4
All excluding sales	15.39	3.0	14.56	3.5	21.74	3.4
White collar	19.05	3.7	17.82	4.4	25.04	3.8
White collar excluding sales	19.67	3.9	18.36	4.8	25.04	3.8
Professional specialty and technical	23.64	3.6	21.12	4.9	30.04	4.0
Professional specialty	26.39	3.8	23.89	5.6	30.97	4.2
Engineers, architects, and surveyors	28.36	3.2	28.44	3.2	—	—
Industrial engineers	28.42	2.8	28.42	2.8	—	—
Engineers, n.e.c.	29.85	8.5	—	—	—	—
Mathematical and computer scientists	22.96	7.0	23.16	7.3	—	—
Computer systems analysts and scientists	22.65	7.5	—	—	—	—
Natural scientists	—	—	—	—	—	—
Health related	23.97	8.3	24.05	9.5	23.46	9.9
Registered nurses	22.33	5.0	22.67	5.4	19.82	2.2
Teachers, college and university	—	—	—	—	37.53	7.2
Teachers, except college and university	28.82	8.4	—	—	34.19	4.3
Elementary school teachers	31.70	10.3	—	—	37.04	4.0
Secondary school teachers	33.47	7.5	—	—	36.27	4.9
Teachers, n.e.c.	29.54	12.7	—	—	29.54	12.7
Substitute teachers	11.50	4.2	—	—	11.79	3.9
Librarians, archivists, and curators	—	—	—	—	—	—
Social scientists and urban planners	—	—	—	—	—	—
Social, recreation, and religious workers	20.90	11.4	—	—	20.90	11.4
Social workers	22.60	9.8	—	—	22.60	9.8
Writers, authors, entertainers, athletes, and professionals, n.e.c.	16.88	18.3	15.75	20.0	—	—
Technical	15.54	6.7	15.41	7.3	17.12	8.4
Licensed practical nurses	14.08	1.8	13.94	1.7	—	—
Executive, administrative, and managerial	27.65	4.1	26.76	4.6	34.85	8.6
Executives, administrators, and managers	30.79	5.0	29.45	5.4	40.26	7.2
Financial managers	42.68	20.8	—	—	—	—
Administrators, education and related fields	37.08	8.2	—	—	42.43	4.4
Managers and administrators, n.e.c.	29.09	4.6	27.91	4.0	—	—
Management related	22.48	5.3	22.52	5.8	22.05	5.5
Accountants and auditors	20.93	10.8	—	—	—	—
Management related, n.e.c.	28.10	9.6	—	—	—	—
Sales	15.09	11.3	15.09	11.3	—	—
Cashiers	9.69	8.0	9.69	8.0	—	—
Administrative support, including clerical	12.05	2.1	11.73	2.3	13.70	2.5
Secretaries	12.64	3.0	12.49	3.9	12.98	4.2
Receptionists	9.72	6.4	9.72	6.4	—	—
Bookkeepers, accounting and auditing clerks	12.67	3.8	12.12	3.3	15.81	4.8
Billing clerks	12.04	5.2	—	—	—	—
Production coordinators	12.56	8.6	12.56	8.6	—	—
Stock and inventory clerks	11.40	4.6	11.40	4.6	—	—
General office clerks	10.86	4.6	10.03	3.8	12.57	6.3
Teachers' aides	11.39	4.4	—	—	11.39	4.4
Administrative support, n.e.c.	12.95	8.3	12.48	10.9	—	—
Blue collar	13.85	3.4	13.79	3.5	16.26	5.1
Precision production, craft, and repair	18.50	3.3	18.55	3.5	17.53	3.2
Industrial machinery repairers	17.21	5.1	17.04	5.5	—	—
Supervisors, production	21.67	6.0	21.67	6.0	—	—
Tool and die makers	21.50	5.1	21.50	5.1	—	—
Machine operators, assemblers, and inspectors	12.65	4.0	12.65	4.0	—	—
Grinding, abrading, buffing, and polishing machine operators	10.91	12.1	10.91	12.1	—	—
Fabricating machine operators, n.e.c.	13.86	14.5	13.86	14.5	—	—
Molding and casting machine operators	10.72	7.8	10.72	7.8	—	—

See footnotes at end of table.

Table 1. Mean hourly earnings¹, all workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Grand Rapids-Muskegon-Holland, MI, March 2000 — Continued

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
Blue collar —Continued						
Machine operators, assemblers, and inspectors						
—Continued						
Packaging and filling machine operators	\$14.08	3.4	\$14.08	3.4	—	—
Painting and paint spraying machine operators ...	12.58	6.2	12.58	6.2	—	—
Miscellaneous machine operators, n.e.c.	11.44	6.0	11.44	6.0	—	—
Assemblers	12.24	5.6	12.24	5.6	—	—
Production inspectors, checkers and examiners ..	13.07	10.7	13.07	10.7	—	—
Transportation and material moving	13.28	3.5	13.21	3.8	\$14.15	5.1
Truck drivers	12.96	5.2	12.92	5.3	—	—
Bus drivers	13.38	2.0	—	—	13.38	2.0
Industrial truck and tractor equipment operators ..	12.95	7.1	12.95	7.1	—	—
Handlers, equipment cleaners, helpers, and laborers	10.89	4.8	10.71	4.8	17.47	21.2
Stock handlers and baggers	10.16	8.4	10.16	8.4	—	—
Machine feeders and offbearers	10.96	9.5	10.96	9.5	—	—
Service	9.31	6.5	7.61	5.6	15.70	4.0
Protective service	17.87	4.3	—	—	18.57	3.8
Firefighting	16.83	4.4	—	—	16.83	4.4
Police and detectives, public service	20.32	2.9	—	—	20.32	2.9
Food service	6.47	6.7	6.29	6.8	11.13	5.4
Waiters, waitresses, and bartenders	3.84	6.1	3.84	6.1	—	—
Waiters and waitresses	3.24	9.0	3.24	9.0	—	—
Other food service	8.53	4.4	8.34	4.9	11.13	5.4
Cooks	8.53	4.8	8.33	4.6	—	—
Kitchen workers, food preparation	7.43	9.3	7.43	9.3	—	—
Food preparation, n.e.c.	7.67	4.6	7.07	3.9	10.52	1.9
Health service	9.70	5.4	9.39	5.4	12.22	8.1
Nursing aides, orderlies and attendants	9.62	5.8	9.33	5.8	11.98	9.1
Cleaning and building service	10.96	9.5	10.02	9.8	14.08	7.6
Janitors and cleaners	11.91	4.2	11.39	5.8	13.05	2.3
Personal service	9.17	6.8	—	—	10.19	6.9
Early childhood teachers' assistants	8.93	7.4	—	—	—	—

¹ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours.

² All workers include full-time and part-time workers.

³ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

⁴ The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around

a sample estimate. For more information about RSEs, see appendix A.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means not elsewhere classified. Overall occupational groups may include data for categories not shown separately. IN THIS SURVEY, THE NONRESPONSE RATE FOR ALL INDUSTRIES AND PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

Table 2. Selected worker characteristics: Mean hourly earnings¹ by occupational group,² National Compensation Survey, Grand Rapids-Muskegon-Holland, MI, March 2000

Occupational group	Private industry and State and local government					
	Full-time workers ³	Part-time workers ³	Union ⁴	Nonunion ⁴	Time ⁵	Incentive ⁵
	Mean					
All occupations	\$16.09	\$9.83	\$16.97	\$14.75	\$15.23	\$17.71
All excluding sales	16.07	9.96	17.17	14.68	15.37	—
White collar	20.14	12.55	21.61	18.40	18.94	20.61
White-collar excluding sales	20.72	13.31	22.95	18.81	19.66	—
Professional specialty and technical	24.27	18.81	26.33	21.98	23.64	—
Professional specialty	27.18	20.59	31.05	23.86	26.39	—
Technical	15.88	12.42	15.93	15.19	15.54	—
Executive, administrative, and managerial	27.65	—	—	27.70	27.76	—
Sales	16.39	8.24	—	15.89	11.63	20.54
Administrative support, including clerical	12.41	10.87	13.91	11.76	12.05	—
Blue collar	14.17	8.38	15.25	13.10	13.75	—
Precision production, craft, and repair	18.53	—	18.29	18.61	18.02	27.55
Machine operators, assemblers, and inspectors	12.80	8.41	15.21	11.18	12.74	—
Transportation and material moving	13.30	—	15.13	12.65	12.94	—
Handlers, equipment cleaners, helpers, and laborers	11.86	7.79	11.41	10.52	10.93	—
Service	10.36	5.77	13.97	7.60	9.31	—
	Relative error ⁶ (percent)					
All occupations	3.1	6.7	4.0	3.9	3.0	13.7
All excluding sales	3.2	7.1	4.0	3.9	3.1	—
White collar	3.4	6.4	4.8	4.5	3.9	14.5
White-collar excluding sales	3.4	8.0	4.6	4.8	3.9	—
Professional specialty and technical	4.0	5.7	6.0	5.1	3.6	—
Professional specialty	4.1	5.8	4.3	5.7	3.8	—
Technical	7.0	8.0	12.8	4.4	6.7	—
Executive, administrative, and managerial	4.1	—	—	4.3	4.3	—
Sales	12.1	2.7	—	12.9	7.5	15.7
Administrative support, including clerical	2.2	5.4	4.2	2.1	2.1	—
Blue collar	3.5	5.1	5.4	4.2	3.4	—
Precision production, craft, and repair	3.3	—	6.7	3.7	3.6	20.4
Machine operators, assemblers, and inspectors	4.2	3.3	6.5	3.3	4.1	—
Transportation and material moving	3.7	—	7.3	4.5	4.4	—
Handlers, equipment cleaners, helpers, and laborers	5.0	7.6	8.6	5.7	4.9	—
Service	8.5	10.2	5.0	6.1	6.5	—

¹ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours.

² A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

³ Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

⁴ Union workers are those whose wages are determined through collective bargaining.

⁵ Time workers' wages are based solely on an hourly rate or salary; incentive workers are those whose wages are at least partially based on productivity payments such as piece rates, commissions, and production bonuses.

⁶ The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate. For more information about RSEs, see appendix A.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. IN THIS SURVEY, THE NONRESPONSE RATE FOR ALL INDUSTRIES AND PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

Table 3. Establishment employment size: Mean hourly earnings¹ by occupational group,² private industry, National Compensation Survey, Grand Rapids-Muskegon-Holland, MI, March 2000

Occupational group	Full-time and part-time workers				
	All private industry workers	50 - 99 workers ³	100 workers or more		
			Total	100 - 499 workers	500 workers or more
	Mean				
All occupations	\$14.60	\$12.70	\$15.01	\$14.72	\$15.33
All excluding sales	14.56	12.64	14.99	14.45	15.55
White collar	17.82	18.03	17.76	17.36	18.21
White-collar excluding sales	18.36	18.60	18.29	17.32	19.23
Professional specialty and technical	21.12	20.60	21.25	21.36	21.18
Professional specialty	23.89	22.75	24.21	22.45	25.40
Technical	15.41	—	15.68	18.64	14.42
Executive, administrative, and managerial	26.76	28.91	26.02	25.35	26.75
Sales	15.09	13.71	15.32	17.50	—
Administrative support, including clerical	11.73	10.76	12.00	11.58	12.58
Blue collar	13.79	12.63	13.88	13.39	14.45
Precision production, craft, and repair	18.55	—	18.66	18.27	19.18
Machine operators, assemblers, and inspectors	12.65	—	12.75	11.81	13.79
Transportation and material moving	13.21	—	13.46	13.00	14.84
Handlers, equipment cleaners, helpers, and laborers	10.71	—	10.51	9.98	10.80
Service	7.61	6.16	9.36	10.28	8.81
	Relative error ⁴ (percent)				
All occupations	3.4	12.7	3.3	5.1	4.3
All excluding sales	3.5	13.3	3.3	5.1	4.4
White collar	4.4	13.5	4.3	7.3	4.5
White-collar excluding sales	4.8	14.5	4.6	8.1	4.3
Professional specialty and technical	4.9	16.3	4.8	7.8	6.2
Professional specialty	5.6	20.0	4.9	9.7	4.4
Technical	7.3	—	8.2	13.7	5.4
Executive, administrative, and managerial	4.6	11.6	4.3	7.1	5.3
Sales	11.3	19.0	12.8	16.3	—
Administrative support, including clerical	2.3	4.1	2.4	3.3	3.0
Blue collar	3.5	10.3	3.7	5.1	5.5
Precision production, craft, and repair	3.5	—	3.7	5.1	5.6
Machine operators, assemblers, and inspectors	4.0	—	4.1	4.5	6.6
Transportation and material moving	3.8	—	4.3	4.4	12.2
Handlers, equipment cleaners, helpers, and laborers	4.8	—	5.0	5.0	7.0
Service	5.6	5.7	6.8	5.5	9.8

¹ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours.

² A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

³ Establishments classified with 50-99 workers may contain establishments with fewer than 50 due to staff reductions between survey sampling and collection.

⁴ The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate. For more information about RSEs, see appendix A.

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